

THE JAMAICAN CANADIAN ASSOCIATION

QUARTERLY MEMBERSHIP MEETING

SUNDAY February 27, 2011
2:00 TO 5:00 PM



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THE JAMAICAN CANADIAN ASSOCIATION
QUARTERLY MEMBERSHIP MEETING

Sunday, February 27, 2011

2:00 pm To 5:00 pm

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**THE JAMAICAN CANADIAN ASSOCIATION
QUARTERLY MEMBERSHIP MEETING
SUNDAY FEBRUARY 27, 2011
2:00 TO 5:00 PM**

AGENDA

1. Call to Order
2. Prayer
3. Welcome
4. Introduction of New Members and Visitors
5. Bereavement/Illnesses/Obsequance
6. Approval of Agenda
7. Review of Minutes of Previous Meeting
8. Corrections / Matters / Arising / Adoption
9. Correspondence
10. **Guest Presenter – Dr. Vidoll Regisford, Principal of Knowledge Solutions, a Counselling-Psychotherapy & Consulting practice**
11. CEO Report – Michael Foster
12. Officers' Reports
 - Board Report
Financial Report
 - President, Audrey Campbell
Treasurer, Kenn James

REFRESHMENT BREAK

13. New Business
 - a) Nominating Committee
 - b) Saturday Morning Tutorial
14. Adjournment

**MINUTES of the
THE JAMAICAN CANADIAN ASSOCIATION
QUARTERLY MEMBERSHIP MEETING
HELD ON SUNDAY November 28, 2010**

1. Call to order

President called the meeting to order at 2:20 pm

2. Prayer

The prayer was led by Mr. Trevor Lewis

Regrets

Adaoma Patterson, Owen Dunbar

3. Welcome

The President welcomed members and visitors. As well, she introduces the Vice President and the Assistance Secretary

4. Introduction of New Members and Visitors

None – JCA Membership only

5. Bereavement / Illness / Observance

Get well cards were sent to the following:

- Dudley Laws
- Majorie Cameron
- Jean McIntosh
- Roy & Grace Williams
- Audrey Campbell

Condolence cards were sent to the following:

- Pansey Stewart
- Shirley McKoy
- Nadine McLean
- Norma Brentwood
- Beryl Green
- Alvin Curling
- Dwight Gordon
- Herbert Green
- Grace Williams
- Henry Pusey

Telephone Calls of encouragements were made to the following:

- Pauline Reid
- Byron Carter
- Linda Gray

6. Approval of the Agenda

Motion was made by Leon Sutherland for approval of the agenda; seconded by Bernice Bailey. None opposed. Motion carried.

Approval of Previous Minutes

Motion moved by Daphne Bailey to approve the minutes of February 28, 2010; seconded by Rudolph Gibbs. None opposed. Motion carried.

Fay Conville was presented with a gift by Walk a Thon Chair, Sandra Whiting. It was noted that Mrs. Conville has been a member of the walk a thon for many years and will be taking time off to get some much needed rest and relaxation. As a thank you she was presented with a gift to recognize her significant years of contribution.

7. Review of Previous Meeting Minutes

Page 4 - New appointment to the board – Should read: Vice President, Volunteer Services not Executive Vice President of Volunteer Services

Page 6 – Staff member from CRA; should read a staff member from JCA

8. Matters Arising from the Minutes

Page 6

- Dr. Conville questioned whether the organization will host a summer program in 2011
- CEO responded in the affirmative and indicated that planning is currently under way
- Question regarding the procedure for hiring new staff
- President responded that positions are always posted internally first before being posted externally.

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- Motion by Mr. Herman Stewart to have a meeting no later than October 31st 2010 to look at the option of separating Membership from social services.
- President apologized for the delay and indicated it would take place in January.

Page 12

- Has anyone been found for the Fundraising Chair Position?
- President responded; in the absence of a Fundraising Chair the board is assisting to ensure that all functions take place, however if you know anyone please advise the board

9. Correspondence

- The Jamaica Foundation (Hamilton) Pre-Christmas Fundraiser Saturday, December 4th 2010
- Hon. Judy Sgro Annual Chestnut Roast – Sunday December 5th 2010

10. Guest Presenter - Walk a thon Chair, Ms Sandra Whiting

MS. Whiting noted that she feels very proud of an organization that has been in this community for 49 years and loves wonderful things JCA is doing for the Caribbean

community. She stated that we must also pay tribute to the founders of JCA, for if it wasn't for them there would be no JCA.

The Walk Good event is fast approaching and she very pleased with the tremendous job that was done last year in 2009. With the assistance of participating organizations we were able to raise \$50,000. For the 2011 Walk Good Event the goal is to raise \$100,000.

The 2011 patrons include Zanana Akande, Dr. Alvin Curling and Itah Sadu and each patron must contribute a minimum of \$500. Fifteen have been confirmed thus far. Community organizations that have charitable status have also been invited to participate and to date ten organizations have confirmed. They include: Ontario Black History Society, Tropicana Community Services and the Nelson Mandela Children's Fund.

In order to achieve the goal of having 500 walkers, the Chair implored members to do their part to raise funds, spread the word, assist with the walk, solicit walkers, create teams or contribute at least \$250 if you cannot walk.

Guest Speaker – Mr. Garnett Manning

Mr. Manning, recent candidate for Mayor of Brampton and former City Councillor spoke to the membership about civic duty. He stated he sees a huge vision for JCA, as JCA continues to grow it will empower and uplift the community.

The President thanked Mr. Manning for his presentation.

CEO'S REPORT

Motion moved by Sheila Raymond to accept the CEO's report; seconded by Miah Bailey. None opposed. Motion carried.

Questions / Comments

Question was raised by Mr. Williams regarding breaking the mortgage before it is up for renewal; he feels it is not wise to break the mortgage. CEO responded that the mortgage is up for renewal in the next three months; we will sit with the bank and put forth our request before we break the mortgage.

Ms Williams questioned the opportunity for membership to participate in the programs that are being offered by JCA, the membership needs to know what JCA does. President responded that we always inform members what is being done on the social services side.

Board Report

Motion moved by Raphaelita Walker to accept the report of the Board of Directors; seconded by Fay Conville. None opposed. Motion carried.

Questions / Comments

In response to a comment about the Trillium Foundation's capital grant program, the President indicated that a committee is in place to look at the feasibility of applying for

this grant however, the grant requires that the organization come up with matching funds, which may pose a challenge.

Roy Williams stated he would like to see the JCA logo on the wall behind the stage. He would also like to see the names of JCA honorary members and life time members displayed somewhere in JCA.

With respect to the social night, several suggestions were made: that more coordination is required, more youth be involved.

With respect to the concern about one custodian on duty when all three halls are being rented, the President noted that the Board is aware of the issues with the custodian and that changes are being made and we may need to hire a new custodian.

Treasurer's Report

Motion by Daphne Bailey to accept the Treasurer's report; seconded by Erma Collins. None opposed. Motion carried.

Questions / Comments

Question was raised about whether there is any savings in breaking the mortgage. Treasurer responded it is being looked at; the Board is looking at all options that will generate revenue and reduce expenses.

Miah Bailey commended the Treasurer and asked what is the true value of JCA in terms of assets?

The Treasurer mentioned that there is difference between book value and market value. Book value is the price for a particular asset whereas, market value is the current price at which you can sell the asset.

Erma Collins asked how many members JCA currently has. The Membership Chair responded that there are approximately 400 paid members and 200 inactive members.

New Business:

Dr Conville commented that the strong advocacy role that JCA played in the past needs to be revisited and it is important for the organization to remember that many in the community are still struggling. As an illustration of the previous advocacy role he gave the following example:

- In 1963 JCA advocated on behalf of several Black women who were harassed by the police;
- JCA fought on behalf of Caribbean migrant workers who were robbed of their earnings as they did not receive full pay.

The President agreed that we need to get back to advocacy. JCA is out there but there is always room for improvement.

Roy Williams indicated there is an error in section 7.5.5 and he questioned the validity with the regards to the way the current constitution was documented.

Roy Williams moved a motion to rescind what is currently in the new constitution and return to the original one.

Discussion

The President stated that this section only speaks to the Treasurer as a signing officer. We added the CEO as a signing officer for amounts of a \$1000.00 or under.

Mr. Williams declares he has no objection to it saying the Executive Secretary, Treasurer and CEO.

Motion moved by Edna Smith Bowes to rescind section 7.5.5 of the revised constitution to read as follows: The Treasurer shall counter sign in conjunction with Executive Secretary or President on cheques drawn on JCA's bank for amounts under \$1000 along with the CEO. None opposed, motion carried.

Changes to be made to page 11 as indicated.

Motion to adjourn moved by Roy Williams. Seconded by Alton Telfer; none opposed. Motion carried.

Meeting adjourned at 5:55 pm

CHIEF EXECUTIVE OFFICER'S REPORT

February is celebrated as Black History Month in Canada. This year's celebrations will reflect the decision by the United Nations to declare 2011 as the International Year for People of African Descent. The JCA held its annual Black History Month event on February 24th to recognize the challenges and celebrate the achievements of those who have left a mark on history and society.

In December 2010 several immigrant service agencies in the GTA got news from Citizenship and Immigration Canada (CIC) that their funding will not be renewed in 2011. This sent shock waves deep and wide in communities across the city as some agencies have more than 70% CIC funding and will face possible closure. The majority of the defunded organizations are ethno-cultural agencies serving specific ethnic communities. The loss of settlement funding to these agencies will result in service gaps in the various communities. The JCA has responded to partner agencies affected by offering moral support to get through this difficult period. The JCA partnered with Scadding Court Community Center, to be part of a 22 week pilot project spear headed by the City of Toronto called Toronto Newcomer Initiative. This city program will combine system-wide changes in the delivery of city services with direct settlement delivery. One of our settlement counsellor's is now on secondment to this initiative.

The United Way Toronto has recently released research done on poverty in Toronto, entitled "Vertical Poverty." The research focused on poverty in high-rise buildings within neighbourhoods. Some of the key findings were, 40% of all families in high-rise buildings in the City of Toronto were 'poor' in 2006 compared to 25% in 1981 and Scarborough has experienced a ten-fold increase in high-poverty neighbourhoods from 4 to 40 over the same period of time. Over the past Summer violent crimes has increased in the Jane and Finch area. In January Police Chief, Bill Blair and Police 31 division hosted a forum entitled "Reducing violence: a community conversation" to address the issue. The JCA staff participated in this forum.

The renovation of the reception and employment services area is slated to be completed this month. Upon completion we will have a an employment services area that will be accessible to disabled clients and staff, meets the Ontario fire code requirements and have modern state of the arts furniture and equipment to meets clients needs.

Negotiations with the Union remain ongoing. We are currently working with a mediator to resolve all outstanding issues.

A sub-committee is continuing to work on ensuring JCA meets all of the deliverables outlined by United Way. Several key deliverables were met by the December 31, 2010 deadline and UW staff has expressed satisfaction with the progress.

In an attempt to ensure our programs and services remain responsive to the needs of the community, we have created a Social Services committee, co-chaired by myself and Executive VP Leo Campbell with involvement from Adaoma Patterson, Executive Secretary. The committee will monitor trends and demographic changes, develop a mechanism to evaluate the effectiveness of our programs and services and ensure JCA is able to take advantage of future funding. The first meeting is scheduled for March 14.

BOARD OF DIRECTORS REPORT

President's Report

The following are the activities of the Board of Directors and associated committees for the December to February period.

Board Changes

The Education and Cultural Chair Mr. Westmore Smith and the Building Chair, Mr. Owen Dunbar has tendered their resignation to the Board of Directors. Changes in their work schedules made it difficult to fulfill the requirements of the position. Mr. Dunbar will remain a member of the Building Committee and Mr. Smith has stated that he will assist with the Education Committee.

Both positions will remain vacant until the Annual General Meeting in May. The VP Volunteer Services will oversee the Education Committee. He and I will share duties on the Building Committee.

Community Outreach

The Board has been supporting our various community organization events. Due to this outreach we have garnered partnerships for our Walk a thon as well as support for all our events. The Jamaica Ex Soldiers, for example, are back renting the JCA facility which they have not done in years.

Walk a Thon

Our Goal \$100,000. The Walk a Thon forms are available today for distribution. The committee, chaired by Sandra Whiting, has increased the community partners from 6 last year to approximately 15 this year, over 100 % increase. The community partners stem from Halton to Mississauga. The number of patrons also increased from 10 last year to 19 with each committed to raising minimum \$500. Through this outreach we have renewed old acquaintances and made new ones. This is part of the Board's outreach strategy to build reciprocal positive relationships with other Black organizations.

Trillium Capital Fund

We have begun the ground work to prepare the Trillium submission. The Trillium Foundation is administering a Community Capital Fund on behalf of the Government of Ontario. This is a one-time capital funding to support investments in local infrastructures for registered charities and not-for-profit organizations. Trillium will fund up to 50% of total project costs. JCA will apply for \$40,000 in funding with JCA matching \$40,000 which will afford us \$80,000 for building upgrades/repairs. Three areas have been identified for upgrades:

1. Retrofit all lighting fixtures throughout the building. This will result in a reduction in our hydro costs which fits in with our debt reduction strategy.
2. Retile the hall way to the board offices and the lobby
3. Repair the tiles in the main hall

The committee working on this project is comprised of the CEO, Ex. VP, VP Volunteer Services, Building Committee Member, the Treasurer, Ex. Secretary and I.

The deadline for submission is March 31st, 2011. All renovations must be completed by December 2012.

Jamaica Independence 2012 in Conjunction with the Jamaican Consulate

The Jamaican Consulate has formed a 50th Anniversary Planning committee co-chaired by Joe Halstead and Pamela Appelt. The committee is tasked with spearheading activities to commemorate this milestone. The Independence Gala for 2012 will be a joint effort between the JCA and the Jamaican Consulate for that year. The sub-Committee responsible for planning the Independence Gala is co-chaired by Sandra Whiting and me. We are still in preliminary stages. Expected attendance will be up to 2000 people and as per the direction of the 50th committee it will be held at a venue in downtown Toronto. The membership will be updated as details are available.

Building Committee

I convened a special meeting with the Building Committee to discuss the resignation of the Chair. Each member was also given the opportunity to air their concerns and recommendations. It was agreed that a new Chair would not be appointed; the position will be added to list of positions for the AGM. The committee agreed to manage in the interim by forming 4 subcommittees; Plumbing & Electrical, Outside Grounds, Repairs/Painting & Equipment Management (dishes/kitchen supplies); that will take responsibility for specific areas of building maintenance. The committee collectively decided on the names of these subcommittees.

Advocates for Black Health

This committee is co-chair by Alan Jones and Dr. Hazel Stewart, Toronto Public Health. JCA is one of a number of community organizations, as well as representatives from the different health care sectors. The goal is to bring awareness to the health issues in our community.

Public Policy Committee

The committee has been vigilante in terms of issues affecting our community. We advocated on behalf of the hockey coach that was suspended for removing his players from ice during a game after one his black players was the victim of numerous racial slurs. He was reinstated and the decision reversed.

After organizing a very successful Mayoral debate last October, the committee is gearing up for the provincial election this fall. At the Premier's Black History Month reception at Queens Park on February 22nd, the Chair, Aston Hall and I invited the Premier to a town hall meeting at JCA. He asked that we follow up with his Executive Assistant.

Executive Vice-President

2011 Boonoonoonos

The annual Boonoonoonos Brunch was held Sunday, February 13th. The event paid tribute to Deputy Chief Keith Forde (Retired) as the first black person to hold a command position in a police service in Canada. We had representatives from both the Jamaican and Barbadian Consulates in attendance as were the officers of York Region and retired York Regional Police Chief, Armand Labarge and his wife Denise. Deputy Chief Peter Sloly brought greetings on behalf of Chief Blair. It was a fun filled afternoon which included trivia on both Jamaica and Barbados. We are still reconciling the event and will have a report for the next meeting.

Rental Policy Review Committee: (Leo said you can update this)

The Committee has officially wrapped due to the completion of its workplan which was included in the August 2010 quarterly report. Notable changes include the implementation of a discount request form that allows us to track the number of discounts provided each year; new policies/expanded policies related to building rental; discounts for members in good standing; the social nights.

50th Anniversary Committee

The 50th Anniversary Committee held its first official meeting in the month of October. The meeting served as an opportunity to discuss the Committee's mandate, brainstorm ideas, committee composition, and scope of work and to begin the process to develop a path to JCA's 50th Anniversary celebration in 2012.

The steering committee initially consisted of the VP of Volunteer Services, Women's Committee Chair, Paulette Drummond (representing the CEO) and Barbara Thomas - former Board Member/JCA VP, chair of all JCA committees, and Mr. Philip Mascoll. We are currently asking members who wish to volunteer on this committee to contact the Executive VP or the VP, Volunteer Services.

Vice President, Volunteer Services**Black History Month**

The Annual JCA Black History Month event was held on Thursday, February 24. The Theme was, "Guiding Our Youths to Success" and close to 600 students from 13 schools and community groups attended. The Afrocentric School participated in the celebrations for the first time. The keynote speaker was Ricky Neckles, an entrepreneur, public speaker and community servant, while other special guests included Inspector Riviera from Toronto Police, Robert Small, representatives from the Royal Canadian Mounted Police, Canadian Forces, and the Ontario Provincial Police. There were performances from various schools and a special guest performance from popular steel pan player Django. Letna Allen-Rowe was the MC and the event was co-sponsored by Western Union.

Spelling Bee

Registration for the 2010/2011 Spelling Bee Competition is ongoing and coaching will commence soon. The Regional Finals for the North York West (JCA) Chapter will take place on Sunday, April 10.

Membership

The Membership committee recorded 17 new members and 12 renewals in the last quarter. The committee continues to outreach and network with visitors to the Center to solicit new members. A subcommittee has been struck to review the membership incentive recommendations arising from the 2010 Strategic Planning process.

Public Relations

The PR Committee has been working avidly for the past weeks on advertising rates, the In Focus, as well as being represented on the Boonoonoonus Brunch and Walk Good Committee. In an effort to ensure we are fully aware of what is going on and will be expected of the Committee, we find it necessary to be represented on various committees.

The new advertising rates were sent to the board and we are currently in the process of revising community and committee rates.

Youth Affairs

The Youth Committee has been meeting regularly. In this past quarter we achieved the following:

- Planned and executed Games Night, a social event to help raise funds to carry out the activities of the Committee. The event focused on games, networking and team building activities with the youth group and recruitment of new members.
- The Chair participated in the planning of the Annual Green Change Gala and as a part of that event, was invited to introduce special guest speaker Majora Carter, environmental leader from the South Bronx, to participants of the Greater Toronto Summit 2011. The Summit is a high profile event which drew over 750 of Toronto region leaders from all sectors.

Upcoming priorities and activities of the Committee includes:

- A career fair in April with the main concept focused on presenting youth with career options in both traditional and non-traditional fields.
- A review and strategy for the "I Can Jam" Annual Event to be held in the summer.
- A plan for connecting youth members to different social events to promote the Committee while at the same time introducing them to new networks.

Women's Committee

The Committee is currently preparing for our upcoming International Women's Day (IWD) Celebrations on March 6th. The theme of this year's IWD is: "Equal access to education: Pathway to Decent Living for Women."

This year's recipients for the, "Women Recognizing Women" Award are: Linda Foxton, Eulin Lewison, Pauline Pigot, Heather Robinson and Julie Spence. We congratulate these women and thank them for their hard work and dedication to the Community.

There will be a variety of vendors with display tables eager to introduce participants to their businesses during the course of the event.

The program promises to be entertaining and uplifting. We are inviting everyone to come out and show their support.

Tickets are still available.

Upcoming JCA Events 2011

JCA Members Social Night (Lounge)	Saturday February 26
Quarterly Membership Meeting	Sunday February 27
International Women's Day Event	Sunday March 6
JCA Members Social Night (Lounge)	Saturday March 26
Spelling Bee Competition	April
JCA Members Social Night (Lounge)	Saturday April 30
Annual Fundraising Walkathon	Sunday May 1
Annual Mother's Day Brunch	Sunday May 8
JCA Members Social Night (Lounge)	Saturday May 28
Annual General Meeting	Sunday May 29
Youth Affairs I-Can Jam	June
Women's Committee Conference	June
Annual Father's Day Brunch	Sunday June 19
JCA Members Social Night (Lounge)	Saturday June 25
JCA Family Day Picnic	Sunday July
JCA Flag Raising	Sunday
Independence Gala	Saturday August 6
11 th Annual Charity Golf Classic	Saturday August 13

Quarterly Membership Meeting	Sunday August 28
2010 United Way Campaign Period	
Annual Scholarship Awards Dinner	Saturday September 17
Annual Seniors Brunch	Sunday September 25
JCA Open House	September
Women & Education Committee Health Fair	October
Women's Committee Community Gifting	November
Quarterly Membership Meeting	Sunday November 27
Annual Children's Christmas Party	Sunday December 4
New Year's Eve Party	Saturday December 31